

# DOUBLE DUTY

## ► SCHOOL RE-OPENING ADVISORY October 15, 2020

As school divisions implement traditional and alternative delivery methods to support the educational needs and safe return of students, teachers may find themselves being asked to perform additional duties.

A full school day of in-person classroom instruction has been and continues to be recognized as a full-time assignment. The provision of virtual instruction, although less common in the past but now facing a growing demand, must be recognized as equivalent to

in-person instruction when determining the assignment of teachers' duties. Thus, if a teacher is assigned to provide face-to-face instruction to students in the classroom and simultaneously provide virtual instruction to students who choose to learn from home (all of the students having been assigned to the teacher), then the teacher has been assigned more than a full-time teaching assignment and would be considered to be providing double duty.

DOUBLE DUTY	NOT DOUBLE DUTY
Assignment of teaching duties requiring teachers to provide both full-day, in-person instruction and additional virtual instruction to registered students.	Classroom teacher providing instruction and academic support to students who are absent from school for medical or quarantine reasons until their eventual return within a reasonable amount of time: <ul style="list-style-type: none"><li>• This rests on the assumption they were attending school in person prior to becoming ill or quarantined.</li><li>• This practice has always been fulfilled by teachers.</li></ul>

### What should be the expectations for students?

- Students and families should be required to declare what option they are exercising. Will they attend in-person instruction, distance learning or home schooling?
- Students and families should be registered in a distance-learning program offered by the school division when they have chosen not to return to school, but wish to receive instruction from the school division.
- Students and families should be discouraged from opting in and out of in-person school attendance for non-medical reasons unless the school calendar provides a reasonable exit or entry point (i.e., end of a block of instruction).

Teachers strive to provide high-quality, equitable and sustainable teaching and learning opportunities for students. An assignment of double duty undermines the ability of teachers to meet those expectations, and challenges the efficacy of education for the students. A double duty assignment is neither equitable nor sustainable and boards of education need to seek additional funding from government to provide the personnel to fulfil the two full-time positions for the sake of both student learning and teacher well-being.

If you believe your circumstances may be deemed double duty, contact the Federation.

V4.0 / October 26, 2020 – If you have any questions or concerns contact the STF at 1-800-667-7762.